

Federal Women's Program

12 February 1980

CIA FEDERAL WOMEN'S PROGRAM BOARD

Meeting: 20 February
1:00 p.m.
6E60 Headquarters

AGENDA

1. Old Business
2. New Business:
 - a. Nominating Committee for New Chair
 - b. Proposed Revision of Board Selection Procedures
3. The CIA Upward Mobility Program has just been approved. [redacted] Upward Mobility Coordinator, Office of EEO will describe the program.
4. A discussion on sexual harassment will be led by the DDO FWP Officer. I am drafting an Agency policy and would like your comments. (See Attached OPM policy statement)

[redacted] has resigned from the Board. I will chair the meetings until a new chair is selected.

[redacted]
Federal Women's Program Manager

Attachments

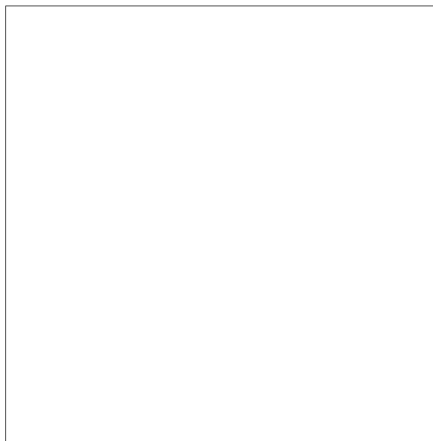
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Meeting of the Federal Women's Program Board
10 January 1980

Present:



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An emergency meeting was called on 10 January to consider possible changes in the agency's Leave With out Pay policy.

(We might want to suggest)
[redacted] presented a draft of our proposal. She suggested that we ask that our draft be considered but that no changes be made in LWOP policy until additional study on the matter is completed.

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There were numerous suggestions for rewording and restructuring, but there was no disagreement with the content of the proposal as presented. Betsy said that DDO had drafted a one-page memo in support of the FWPB proposal and had sent it forward. She said, however, that none of the women who would be affected by change in the policy had been consulted and no representative group in DDO was ever contacted. [redacted] said that the working group she chairs had rejected the proposed change and believed that the present LWOP plan should remain in effect.

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[redacted] moved to send our proposal forward; Betsy seconded the motion. The vote was unanimous.

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[redacted] detailed to the group four obstacles which must be surmounted by employees returning from LWOP and suggested we deal with them in the future:

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1. Skills: the returning employee must have "maintained her skills"
2. Medical: she must be re-certified medically (she can be eliminated due to a disease she contracted while overseas)
3. Clearance: the wife must be re-cleared
4. Ceilings: there must be a position open to her at her previous level.

A vote of thanks was given to [] for all of her assistance on the LWOP proposal, and a special vote of thanks to [] for all the work she did on it.

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and for her work on the F L O .

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[] announced that the Family Liaison Office has been approved. It will be similar to that of the State Department and will provide mainly information and assistance to families. Betty announced that the concept of the Family Liaison Office had been presented to the DDO MAG and that it had been enthusiastically endorsed.

Respectfully submitted,

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